



# Tough Issues for Executives, Safety and HR Professionals Series

WEBINAR

Event

GoToWebinar

Multiple dates

We have been asked to repeat updated versions of four webinars providing skills and cross training for Executives, HR and Safety Professionals. These four sessions provide training on Safety, OSHA and related legal issues for the non-Safety Professional, as well as vital HR and Employment Law instruction for non-HR Professionals. Please see below for more information on each session.

You can register for any or all of the webinars listed below by clicking the "Register Now" links.

May 1 | 11:00 a.m. 12:00 p.m. EST

## **Common Misunderstandings About the ADA, HIPAA, OSHA and Employee Medical Information**

Employers often worry about mishandling employee medical and health information. Join Fisher Phillips attorneys for a complimentary webinar to discuss the following questions:

- How does a typical employer violate HIPAA?
- Can the employer approach an employee reported to have TB or MRSA about whether the employee poses a threat to others?
- How can an employer get enough information to complete the First Report of Injury/OSHA Form 301 within the time required by OSHA?
- How does the Americans with Disabilities Act limit employers handling and sharing employee health information? Are current and former employees entitled to OSHA 300 Injury Logs, IH test results, and other health and industrial hygiene information?
- Can an employer gather health information as part of a wellness program?
- What can an employer require employees to tell them about their illicit drug use?

## **Recording**

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May 7 | 11:00 a.m. - 12:15 p.m. EST

## **What Executives Must Know About Safety and OSHA**

No major MBA program requires meaningful workplace safety and health instruction in their curriculums, and yet safety-related issues cause headaches for executives and can damage the reputation and value of a company. For example, look at the union's effective use of safety complaints to attack major organizations such as Tesla, Amazon, Hyatt, and others.

A single serious OSHA citation or a company's injury and illness rate can complicate bidding and even throw a wrench into a prospective sale. Top management must be involved in safety compliance or as in any crucial business area, the right things won't happen. When properly used, proactive safety measures can contribute to efficiency, quality, a union free culture, and sustainability/social awareness goals.

This practical webinar will provide a birds eye view of key safety requirements and legal issues, and discuss effective ways to improve safety efforts and motivate personnel.

### **Recording**

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June 11 | 12:00 p.m. - 1:00 p.m. EST

## **Explosive Dust NFPA Safety Standard Is Coming; Are Employers Ready?**

Combustible dust poses one of the highest safety risks in business. A catastrophic explosion can destroy a company and simply abating combustible dust violations after an OSHA inspection can approach \$1 million or more. Industries, such as food processing, wood, chemical, plastics, and metals are regularly affected. If you have baghouses, vacuums or dust collectors, you may be affected. The National Fire Prevention Association (NFPA) standard 652 is an effort to produce a consistent approach to combustible dust compliance. While the NFPA standard is not a government regulation, employers are scrambling to complete a Dust Hazard Analysis (DHA) and abate hazards by September 7, 2020.

National authority, Brian Edwards will provide experience-tested descriptions of common employer challenges and practical approaches. Howard Mavity will also lead discussion of legal issues and highlight how an expert and counsel effectively collaborate. We'll discuss how the expert sifts through the multiple applicable consensus standards, and state and local ordinances to come up with the best approach; often less costly than first anticipated, as well as how to approach the crucial Dust Hazard Analysis.

### **Recording**

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June 18 | 2:00 p.m. - 3:15 p.m. EST

## **HR for Safety Professionals: What Every Safety Professional Must Know about Employment Law and HR**

Effective safety management is intertwined with “HR” issues. The safety professional works with HR on job descriptions, employee safety orientation and training, supervisor development, safety-related discipline, safety incentives, return-to-work/light duty, wellness and security issues. One must understand the ADA, FMLA, whistleblower protections, policy and handbook drafting, how to structure and document “difficult” discharges and a host of other supposed “HR” issues. The wise safety professional not only builds alliances with HE but develops a tool box of employment law and HR knowledge. In this webinar, we’ll review pertinent information on the ADA, FMLA, EEO, wage-hour, and effective processes for investigations, discipline, and discharge.

### **Recording**

For questions please contact Tori Spencer at [tspencer@fisherphillips.com](mailto:tspencer@fisherphillips.com)

\*This event is pending HRCI, SHRM and CLE credit hours.

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